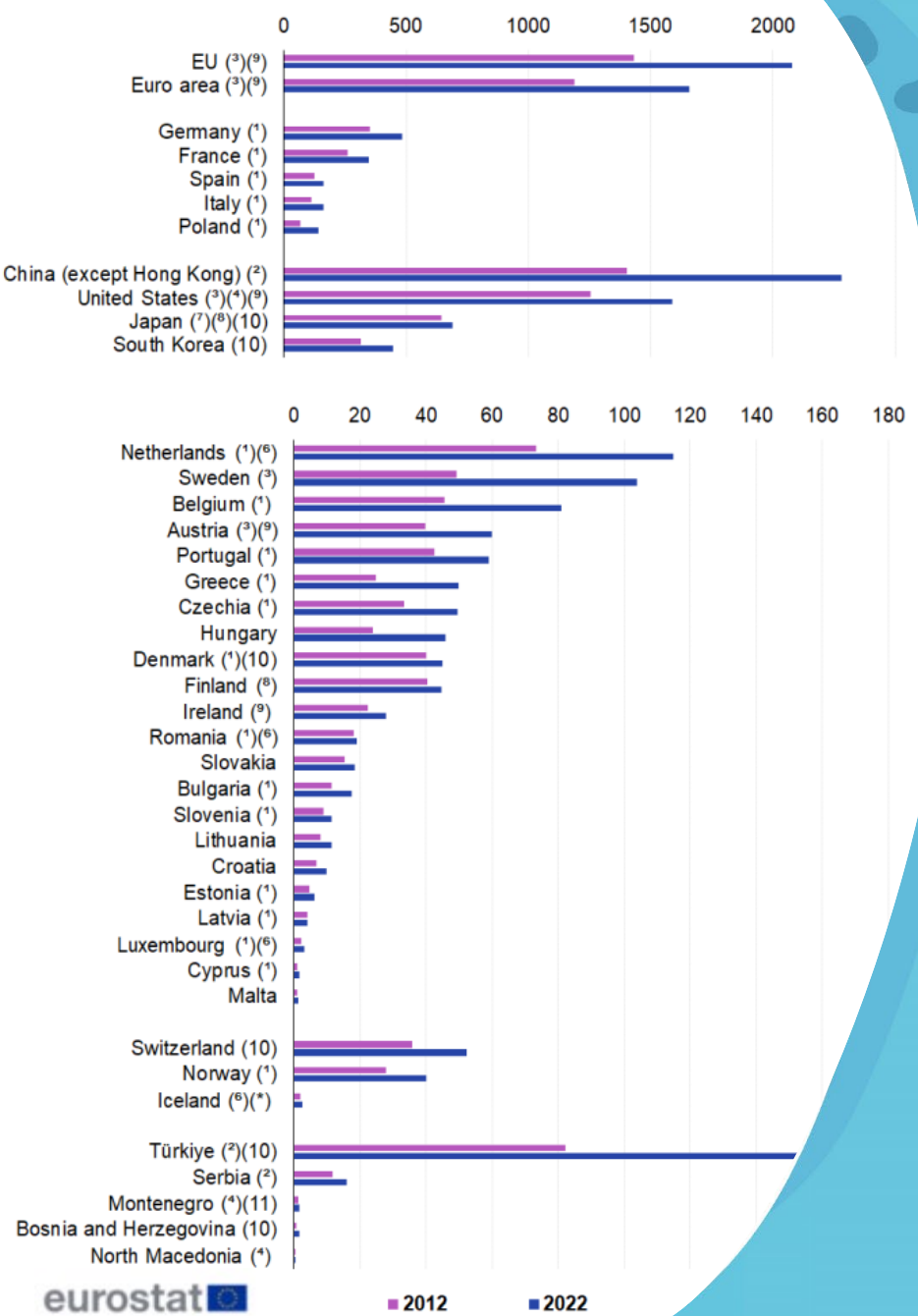


**Number of researchers, 2012 and 2022**  
(thousand full-time equivalents)



# A look at numbers

2 million researchers

670.000 doctoral candidates

57% business sector

32% academic sector

10% government sector

45% increase since 2012

62% in China

26% in US

1% of total EU labour force

Ranging between 0.4% and 2% in MS

# Action 4: A package of measures to transform research careers in Europe

2022 – 2024

2025 - 2027

## 1. SETTING STANDARDS

- **Council Recommendation** on a European Framework for Research Careers
- **New European Charter for Researchers** (annex to Council Rec)

## 2. SUPPORTING IMPLEMENTATION

- **EURAXESS**
- **HR Excellence in Research award**
- **Mutual Learning Exercise (MLE)**
- **ResearchComp**
- **R&I Careers Observatory (ReICO)**
- **RESAVER**
- **ERA Talent Platform** (one-stop-shop)

## 3. PROMOTING CULTURAL CHANGE

- **Reform of research and researcher assessment** (COARA.eu; ERA Action 3)

## 4. COORDINATING INVESTMENTS

- **Pilot in Horizon Europe 2024** supporting organisational change (possible upscaling 2026-2027)

## Next ERA Policy Agenda

- **Guidelines and recommendations**
- **Communities of practice**
- **Consolidation of ReICO**
- **Investment pathways**

Co-sponsors of the action: Portugal (MS) + Coimbra Group (SHs)

# Pillars of the Council Recommendation

**Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe**

Definitions

Recognition,  
interoperability and  
comparability of  
researchers' careers

Recruitment and working  
conditions

Researchers skilled for  
inter-sectoral and inter-  
disciplinary careers and  
for entrepreneurship and  
innovation

Career assessment,  
development and  
progression

Balanced circulation of  
talents and making the  
Union an attractive  
destination

Support actions for  
research careers

Monitoring of research  
careers

# A deeper look at the pillars

## Definitions

- Researchers, Research managers, Research technicians
- Revised R1-R4 profiles with examples of occupations (annex I)

## Recognition, interoperability and comparability of researchers' careers

- Equal esteem and reward for different career paths
- Mapping of career structures by HR offices against R1-R4 profiles

## Recruitment and working conditions

- OTM-R, attractive working conditions including remuneration, job security and stability
- Social protection and promotion of [RESAVER](#)
- Equality and inclusiveness
- Specific measures and incentives for early-career researchers (R1-R2)

## Researchers skilled for inter-sectoral and inter-disciplinary careers and for entrepreneurship and innovation

- Development of skills including based on [ResearchComp](#) and on interaction in ecosystems
- Foster innovation and entrepreneurial mindset, including focus on women
- Eliminate structural and administrative barriers to mobility
- Promote inter-disciplinary mobility of researchers

# A deeper look at the pillars

## Career assessment, development and progression

- Recognition of all mobility experiences
- Reformed assessment and reward system
- Advisory/support services
- Fair, equal and inclusive accession and progression system, including considering Tenure-Track-Like systems

## Balanced circulation of talents and making the Union an attractive destination

- MS to make research systems more attractive
- EC to support [MLEs](#), monitor flows, and facilitate attraction and return of talents

## Support actions for research careers

- Strengthen [EURAXESS](#) and develop [ERA Talent Platform](#) as one-stop-shop for researchers and institutions
- New [European Charter for Researchers](#) for all sectors and transition measures (annex II)

## Monitoring of research careers

- [Observatory on research careers](#) in addition to ERA monitoring systems

# Keep an eye on...



**Today kick-off of  
new e-tool for  
implementation of  
new Charter**



**Self-assessment  
tool for  
researchers in  
2025**



**Agreement with  
OECD launched,  
first data in Q2  
2025**



**Events to promote  
and support  
action 4  
13 Nov, 4 Dec**